**CDA CELEBRATES 150 YEARS OF GROWTH AND INNOVATION**

This year marks the California Dental Association’s sesquicentennial anniversary. In celebration of this remarkable milestone, CDA looks back on its bold beginnings and looks forward to the limitless possibilities ahead.

Over 150 years, CDA has innovated and grown to become a community of 27,000 members and the largest state society in the ADA. Its rich heritage is filled with radical ideas that changed dentistry for the better. And it all began with just 23 founding dentists.

**What was the catalyst for CDA?**

In 1870, Ulysses S. Grant was president of the United States, John D. Rockefeller founded the Standard Company and Jules Verne published “Twenty Thousand Leagues Under the Sea.” At that time, California was a fledgling state, admitted to the Union in 1850. Dentistry as we know it was a fledgling profession, too. The practice of dentistry was largely unregulated and few practitioners actually attended dental school. Anyone who wanted to could call themselves a dentist or dental surgeon – including barbers, fish sellers and others who practiced part time.

**Message from Dr. Reggiardo, executive director of CSPD, about the CalHealthCares program**

The second application cycle for the CalHealthCares student loan repayment and practice support grant opens Jan. 13, and Paul Reggiardo, DDS, executive director of the California Society of Pediatric Dentistry, is getting the word out. He spoke recently with Miguel Padilla, DMD, one of 38 dentists who received a CalHealthCares student loan repayment in 2019, and he shared that conversation in the Fall 2019 CSPD Bulletin. That article is reprinted here with permission. (Dr. Reggiardo addresses pediatric dentists in his message to CSPD members, but the CalHealthCares program is open to all eligible general and specialty dentists, as well as eligible physicians.)

I love spreading good news, and the CalHealthCares professional education loan repayment program is about the best news for current pediatric dental residents and recent post-doctoral alumni I can imagine. In July 2019, the program, funded through Proposition 56 tobacco tax revenues and administered through contract by the Department of Health Care Services, awarded $10 million in student debt relief to 38 California dentists in exchange for their agreement to maintain a 30% or greater Medi-Cal beneficiary caseload for five years of practice.

The second application cycle for the CalHealthCares student loan repayment and practice support grant opens Jan. 13, and Paul Reggiardo, DDS, executive director of the California Society of Pediatric Dentistry, is getting the word out. He spoke recently with Miguel Padilla, DMD, one of 38 dentists who received a CalHealthCares student loan repayment in 2019, and he shared that conversation in the Fall 2019 CSPD Bulletin. That article is reprinted here with permission. (Dr. Reggiardo addresses pediatric dentists in his message to CSPD members, but the CalHealthCares program is open to all eligible general and specialty dentists, as well as eligible physicians.)

I love spreading good news, and the CalHealthCares professional education loan repayment program is about the best news for current pediatric dental residents and recent post-doctoral alumni I can imagine. In July 2019, the program, funded through Proposition 56 tobacco tax revenues and administered through contract by the Department of Health Care Services, awarded $10 million in student debt relief to 38 California dentists in exchange for their agreement to maintain a 30% or greater Medi-Cal beneficiary caseload for five years of practice.

Three CSPD members were among the first-round award recipients, one of whom, Dr. Miguel Padilla, agreed to share his experience with your executive director.

First a little background on Dr. Padilla, who completed residency training at UCLA in July 2016 after undergraduate education at Cal Berkeley (majoring in molecular environmental biology) and earning both his dental degree and a master’s in public health at the University of Pennsylvania.

Miguel was born in Mexico and, after migrating with his parents to the United States at age two, was raised in the central California community of Modesto. He credits the UCLA program with providing a rich texture of clinical experience in community outreach, including rotations in local WIC, Head Start and Early Head Start, and safety net clinics, as central to setting the course of his professional career.

I asked Dr. Padilla about his student debt and the opportunities unlocked by the CalHealthCares award.

I was in debt for over $300,000 in student loans. My initial plan was to put aside a good portion of my salary over a 15-year span by working in two to three offices to pay off this obligation. I will now be able to retire my loans within five years, working in a single office where I can focus on the underserved population.

I was in my first year out of residency at UCLA, working in three offices (two of which did not accept Denti-Cal reimbursement), when I received an email notification about the CalHealthCares program. I applied immediately.

Dr. Padilla now practices in his hometown of Modesto, where he describes his daily clinical experience as one of fulfilling his grand-
New law increases dental plan transparency, protects dentist-patient relationship

CDA-sponsored legislation that further increases dental plan transparency became law on Jan. 1. AB 954, authored by Assemblymember Jim Wood, DDS, and signed in October by Gov. Gavin Newsom, requires dental plans to be more transparent about the leasing of dental networks. The new law will reduce patient and dentist confusion caused by the increasing number of plans leasing their networks to other payers, many times unbeknownst to the enrollee or contracted dentist(s).

The law took effect for contracts entered into on or after Jan. 1, 2020. Through the provisions outlined in AB 954, the contractual information provided will enhance clarity for patients and dentists on the patient’s potential out-of-pocket costs while protecting the dentist-patient relationship through a more informed treatment planning process.

Under the law’s provisions:

- Dental plans are required to name the parties that will have access to a provider contract.
- Dentists have the ability to opt out of having their existing provider agreement leased to other entities without impacting their original plan contract.
- Dental plans are required to maintain an up-to-date website list of all third parties that have access to a provider network contract and to update that information at least once every 90 days.
- Dental plan agreements must clearly identify in specified language and font the contractual clause that allows network leasing.
- Dental plans are required to identify the source of the discount on all written or electronic remittance and the name of the plan that the dentist has a direct contract with.
- Any third-party’s right to a provider discounted rate ceases as of the termination date of the direct provider contract.

The plan with which the dentist has a direct contract must provide a copy of the provider network contract within 30 days of a provider’s request. Medicare or Medicaid dental plan agreements are exempt from the requirements of the law.

CDA’s ability to advocate for its members comes directly from member-reported challenges with dental benefit plans. CDA Practice Support is here to help answer your dental benefit questions and offer individual member assistance. Simply submit your questions online using the dental benefit submission form accessible through your cda.org account. Once received, Practice Support will analyze the issue, evaluate it for possible resolution and communicate clear next steps.

To submit your dental benefits question, visit My Account at cda.org, click the link for Dental Benefits Issue Submission and follow the prompts.

Cindy Hartwell has over 20 years of experience in the dental industry. After careers as an RDA and office manager in private practice, she joined a large dental benefit organization where she worked 16 years in both commercial and state government divisions. She held roles in customer service, claims processing, administration, training and professional relations.

The California Dental Association does not assume liability for content of advertisements, nor do advertisements constitute endorsement or approval of advertised products or services.

Subscriptions

Subscriptions are available only to active members of the association. The subscription rate is $6 and is included in membership dues. Nonmembers can view the publication online at cda.org/update.

Change of Address

Manage your subscription online: go to cda.org, log in and update any changes to your mailing information. Email questions or other changes: membership@cda.org.

Update (ISSN 1942-4353) Copyright 2020. Published monthly by the California Dental Association at 1201 K St., Sacramento, CA 95814, 800-CDA-SMILE, and distributed to members of CDA as a direct benefit of membership. Statements of opinion in the Update are not necessarily endorsed by CDA. Printed in U.S.A. Periodicals postage paid at Sacramento. POSTMASTER: Send address changes to Update, 1201 K Street, Sacramento, CA 95814.

800.232.7645 | cda.org

California Dental Association Update cda.org/update
Communications Director Alicia Malaby alicia.malaby@cda.org
Senior Content Specialist Michelle McKenzie michelle.mckenzie@cda.org
Advertising Sales Sue Gardner sue.gardner@cda.org
Artwork Submissions Corrina Felkins corrina.felkins@cda.org
Display Advertising The California Dental Association does not assume liability for content of advertisements, nor do advertisements constitute endorsement or approval of advertised products or services.

Practice Support

Practice Support by CINDY HARTWELL Dental Benefits Analyst

Practice Support

Question:

I know we have to provide hepatitis B vaccines for new employees, but what about existing employees? Are there any rules for follow-up vaccines or titer testing? Any suggestions on how to provide or where to go for the testing for new and/or existing employees? I welcome any other thoughts or info that is pertinent.

Answer:

An employer is not required to offer re-vaccination or titer testing to current employees except for employees who are currently undergoing the hepatitis B vaccination process as required by Cal/OSHA. The Cal/OSHA process requires an employer to offer the vaccination series to a new employee, followed by post-vaccination testing, another vaccination series if post-vaccination testing does not indicate presence of antibodies, and one more post-vaccination test.

Hepatitis B vaccinations may be available through your local public health clinic or pharmacy. Check their respective websites for information.

We have a resource that explains hepatitis B vaccination requirements and recommendations. In addition, you and your staff can review current CDC recommendations and information at cdc.gov/vaccines/vpd/hepb/hcp.

Go to cda.org/resources Requires member login.
From its simplified homepage to its accessible Practice Support resources, CDAs redesigned website has the member experience in mind. Launched in late November 2019, the optimized cda.org prioritizes streamlined menus, quick access and intuitive navigation. Have a look at some highlighted changes on the pages that our members use the most.

- A main menu on the homepage makes it more intuitive to navigate the site on desktop, while a more streamlined menu is available on mobile devices. The simplified homepage also offers current offerings at a glance plus quick access to member benefits.

- A modern newsroom features the latest in dentistry news with filters and search options to let readers find relevant articles by topic, year or keyword.

- The redesigned Practice Support section streamlines how dentists access a library of resources to help them follow best employment practices, work with dental benefit plans and stay on top of regulatory compliance requirements.

- Information about CDA Presents The Art and Science of Dentistry, CDAs biannual education convention, is now integrated into the website at cda.org/cdadcon. As we near CDA Presents Anaheim 2020, new content will roll out to highlight convention updates and featured courses and events.

We encourage you to experience the new site for yourself and let us know what you think! Our contact form is available through the “Feedback” tab on the bottom-right side of any webpage, or you can simply email us at contactcda@cda.org.

---

Final 2020 Form W-4 now available

The IRS on Dec. 5 released a significantly revised Form W-4 for employees’ use when calculating their 2020 federal income tax withholding. The finalized form follows a draft version the IRS issued in May seeking comments from tax preparers and payroll companies.

For the 2019 tax year, there are no withholding allowances, and “allowances” was removed from the title of the form to reflect this change. Instead of claiming a certain amount of allowances based on exemptions, employees will now be asked to input the annual dollar amounts for:

- Nonwage income, such as interest and dividends
- Itemized and other deductions
- Income tax credits expected for the tax year
- Total annual taxable wages for all lower-paying jobs in the household (applies to employees with multiple jobs)

According to the IRS, “Employees who have submitted Form W-4 in any year before 2020 are not required to submit a new form. Employers will continue to compute withholding based on the information from the employee’s most recently submitted Form W-4.” However, employees hired after 2019 or employees wanting to make changes after 2019 must use the new form. Employers will have to adjust their systems accordingly.

Only minor language changes were made to the W-4 since the previous draft issued in May, most notably, according to the IRS, more language added under “Your Privacy” on page 2 “to help the taxpayer understand exactly what checking the box in step 2(c) may do to withholdings.”

At the time of this writing, a revised and final Publication 15-T had not been released but was expected to be available by mid-December.

For more background on the new W-4, read the related article in the December Update or in the Newsroom at cda.org.

CDAs Practice Support has updated its resource “New Employee Checklist” to include the link to the finalized Form W-4. The checklist is available in the online resource library at cda.org/resource-library.


---

Learn Clear Aligners FAST!

Step-By-Step Clinical Orthodontics Education

Learn Diagnosis & Treatment Planning!  Clinical Step-By-Step & How-To Videos!

Troubleshooting and Finishing Aligner Cases!

www.LearnAligners.com

$25 OFF Coupon Code: FASTTRACKCDA19
CDA Presents is in Anaheim May 14-16
Registration will open in January

CDA Presents The Art and Science of Dentistry returns to Anaheim in May with more than 200 lectures and hands-on workshops from industry-leading speakers, the latest in dental innovation from hundreds of exhibitors and plenty of opportunities for after-hours adventure.

With its educational focus on technology, the course lineup promises many highlights for dentists and their teams, including:

- “A Prosthodontic Potpourri – Panel Presentation” featuring David Guichet, DDS, Michael Scherer, DMD, MS, and Lyndon Cooper, DDS, PhD
- “Lions, Tigers and Bears – Case Presentations” by Laura Braswell, DDS
- “World of Lasers” by Anthony Cardoza, DDS
- “Leverage Digital Technology To Elevate the Care of Your Analog Patient” by Parag Kachalia, DDS

Additionally, Lisa Mallonee, BSDH, MPH, RD, LD, will present “The Fat-tening of America,” a course that examines nutrition’s effect on oral and systemic health.

Headlining speakers in other subject areas include Terry Tanaka, DDS, on occlusion; Manor Haas, DDS, on endodontics; John Svirsky, DDS, MEd, on oral pathology; Todd Ehrlich, DDS, on oral diagnosis; Samuel Low, DDS, MS, MEd, on dental hygiene programs; and Greg Folse, DDS, on removable prosthesis.

Early-bird registration runs through April 17 and lets attendees secure their spot and receive the best rate for limited-space, ticketed workshops. (Lectures are nonticketed events and are offered on a first-come, first-seated basis.) Most courses will be held in the Anaheim Convention Center, but several will be held in adjacent hotel conference rooms.

Attendees can use the online schedule planner on the Build Your Schedule page to find courses by speaker name or filter courses by type, topic, audience and day.

Register, build your schedule and learn more at cda.org/cdapresents.

Find everything you need at cda.org/cdapresents

With the launch of CDA’s redesigned website last November, CDA Presents attendees, exhibitors, sponsors and speakers will now go to cda.org/cdapresents to find everything they need to have a successful meeting. Or, they can simply go to cda.org and easily navigate to the CDA Presents section from the homepage.

The separate CDA Presents website, cdapresents.com, was retired in November to enable CDA members to visit one website to seamlessly access information, benefits and C.E. opportunities.
Richard Nagy, DDS, begins term as new CDA president

Richard Nagy, DDS, has begun his term as CDA’s president for 2020. With more than 30 years of experience in organized dentistry, he has held local and national leadership positions and served on many CDA councils and committees, including the Board of Trustees, Governance Review Advisory Committee and the Leadership Development Committee. Dr. Nagy succeeded Immediate Past President Del Brunner, DDS.

Nagy graduated from Ohio State University College of Dentistry in 1986 and received his certification in periodontology four years later from Wadsworth V.A. Medical Center in Los Angeles. He has provided care to communities across Southern California, including Vista, West Covina and Santa Barbara, where he owns a private practice.

During a speech to the CDA House of Delegates last November, Nagy discussed his experience as a life coach and how he aims to bring out the creativity and resourcefulness of members.

“In my mind, my role as president is to be your coach,” said Nagy, who previously served as Santa Barbara-Ventura County Dental Society president. “To facilitate and be here to do the work, help bring out the best in each other and hold each other accountable when needed for the good of the organization.”

As the new CDA president, Nagy said his goals for 2020 are to focus on enhancing membership value, supporting the CDA House of Delegates in policy-related decisions and effectively implementing the organization’s mission, vision and strategic plan.

“Our members can see that much time is spent at CDA on how we do business to maintain our organizational health and long-term effectiveness,” he said. “Our collective vision should be for a healthy, well-functioning CDA where needed decisions are made with good communication and fair-mindedness from a global and innovative perspective.”
HR audits help practices comply with laws, but can also offer peace of mind

Start your new year on the right foot by auditing your human resources systems and records. To diminish the possibility of legal issues and to ensure that your practice seeks to comply with labor and employment laws, it is important to perform an HR audit. An audit can include all of the following.

Timekeeping
Accurate timekeeping is one of the most crucial aspects of a successful business. State and federal laws require that employers maintain an accurate record of their nonexempt employees’ work hours and compensation on file for at least four years.

Review your employees’ time periodically during the year to ensure that they are accurately recording the start and end of their meal periods. Time records should reflect that the meal period was provided to your employee no later than four hours and 59 minutes into a nonexempt employee’s workday. As a best practice, employers should review meal and rest break policies and discuss any barriers to employees taking compliant breaks.

California employers can round employee timecard entries up to the nearest quarter of an hour. Employers who use rounding practices should audit the practices to ensure that they are not favoring either the employer or the employee. Employers are responsible for omissions or errors. Generally, payroll companies are not responsible for providing the payroll company with all information that must be contained in the wage statement. Employers must know the legal requirements for compliant wage statements as defined by Labor Code Section 226. Employers who use a payroll company to prepare wage statements are responsible for ensuring that all information must be contained in the wage statement.

Wage statements
California law contains very specific requirements for the information employers must put on employees’ wage statements and imposes financial penalties on employers who don’t follow those requirements.

Employers must know the legal requirements for compliant wage statements as defined by Labor Code Section 226. Employers who use a payroll company to prepare wage statements are responsible for ensuring that all information must be contained in the wage statement. Generally, payroll companies are not responsible for omissions or errors.

Are you including paid sick leave balances in your employees’ wage statements? Paid sick leave laws require that employers do so. Furthermore, employers should verify that paid sick leave and time-off limits or “caps” are in place and that employees aren’t earning more than the employer’s policies indicate. If an employee were to earn more time than allowed by an employer policy, the employer cannot take this time away from the employee.

Policies
Employers are required to have some written policies in place. Several state and federal laws require that employers have written policies in place and have collected signed acknowledgements of receipt and understanding from their employees. While it is a best practice to have an employee manual, a manual itself isn’t required. Because laws change annually, employers should review and update their manuals or policies, distribute any new or updated policies to employees and obtain new acknowledgments from employees.

Recruiting and hiring
Several laws and court decisions have altered hiring practices in the past few years. Employers should audit hiring practices annually to ensure that they are not seeking prior salary or criminal history and comply by using California-specific applications, obtaining signatures before performing any reference checks and providing written conditional offers of employment prior to performing any background checks. Additionally, there are state and federal obligations to follow, such as completing new employee forms and providing access to legally required pamphlets to new employees on their first day of employment.

Job descriptions are valuable but often overlooked documents. A well-crafted job description that lists essential functions of the job can be used with supporting employee classifications, compensation, managing reasonable accommodation requests under disability laws, and setting expectations for performance. As a practice grows, the duties of the employees can change, and an annual review may reveal any inconsistencies between what the job descriptions says and what the employees do.
If you own a dental practice, here’s why it’s time to review your policies with TDIC

As a dental practice owner, annually reviewing your policies with The Dentists Insurance Company is an essential step to ensure the safety and success of your business and employees. As your practice evolves, you may find yourself in need of additional coverage to better protect your company from unexpected risks.

The start of the new year is a good time to make necessary changes to guarantee you have the adequate protection for your company’s needs. This step is especially important for new or small businesses that tend to purchase the bare minimum coverage in the beginning.

Here are a few tips to keep in mind during your annual review along with offerings from TDIC to make sure your practice is covered.

**Professional liability insurance**

Any form of dental work can be a risky procedure that could result in a malpractice claim. According to the Dental Professional Liability 2016 Claim Report released in 2017 by CNA Insurance, the procedures that most frequently resulted in malpractice allegations are extractions, root canal therapy, implants and crowns.

Professional Liability insurance from TDIC provides protection from the legal obligations associated with claims of wrongful or negligent practices for licensed dentists, employees, partnerships and dental corporations.

And TDIC offers Dental Business Liability, which protects the insured from claims surrounding advertising injury, slips and falls, hired and non-owned auto and fire/water legal liability.

**Commercial property insurance**

If your practice has expanded or moved within the last year, you should review your commercial property business owner’s insurance. This policy protects your building and its contents and areas associated with practice operations, as well as provisions to provide for dental general liability coverage, if needed. If you’ve purchased new equipment, you may also want to consider increasing your policy limit.

TDIC’s Commercial Property insurance policy automatically increases coverage 4% each year to protect against inflation — this is also why a periodic review is important, to ensure you are not overinsured.

**Workers’ compensation**

Take a second look at your workers’ compensation if you’ve recently hired new employees. The policy provides state-mandated benefits to employees who suffer a work-related injury or illness.

**Employment practices liability**

It is important to review your employment practices liability coverage if you’ve had an increase in new employees or a high turnover rate. In the event of a discrimination, wrongful termination, harassment or unfair treatment claim, this policy can cover the settlement, civil damages and defense costs you might incur.

**Cybersecurity**

As cybersecurity issues become more prevalent, you should be more proactive about your protection. TDIC’s Cyber Suite Liability coverage provides broad protection to help you respond to cyber incidents, including breach of personal information, unauthorized intrusion into or interference with your computer systems, damage to data and systems from a computer attack and cyber-related litigation.

See what makes TDIC Professional Liability coverage different.

We’ve kept our promise to protect only dentists for 40 years and counting. Since 1980, TDIC has delivered uncompromising coverage to our professional liability policyholders:

- Insurance designed for the unique needs of your profession
- Expert in-house claims team and razor-sharp legal team
- Risk Management Advice Line guidance at no cost
- A (Excellent) rating from AM Best for 25 consecutive years*

Join our community of policyholders today.

Visit tdicinsurance.com/PL or call 800.733.0633.

* AM Best company rating effective March 2019. For the latest rating, access ambest.com.
Connect your patients to your practice with ADA.TV

Use Promo Code CDA19 for Zero Down: 800.840.5383

Waiting room patient education and marketing.

ada.org/tv

Increase online appointment requests BY OVER 125% with a PBHS marketing package.

Drive practice growth, rank #1 on Google and promote the positive reputation of your practice.

“Since PBHS began managing our marketing campaign, we have seen our online referrals quadruple. You guys are simply AMAZING.”

- Brandi B.
Volunteer dentists, dental professionals wanted for CDA Cares Long Beach

Register for July clinic

CDA Cares, the CDA Foundation’s all-volunteer dental clinic serving underserved communities throughout California, is coming to Long Beach July 17-18, and online volunteer registration is now open. The event will take place at the Long Beach Convention and Entertainment Center.

General dentists, oral surgeons and dental professionals, including dental hygienists, dental assistants and lab technicians, are needed to provide services to individuals who experience barriers to care. Around 1,950 people receive care at each CDA Cares clinic. Services include extractions, fillings, cleanings, oral health education and a limited number of root canals, dentures and partial dentures.

Community volunteers who can help guide patients throughout the clinic and assist with language translation are also needed.

“Our team is determined to make CDA Cares Long Beach a memorable event for our city,” says longtime CDA Cares volunteer Gary Glasband, DDS, who practices in Long Beach and is serving as the local arrangements committee chair for the July clinic. “With your help, we can serve the needs of nearly 2,000 people and positively impact the dental health of this community for years to come.”

More information about the Long Beach clinic is available in the volunteer FAQ at cdafoundation.org/cares. Readers can also visit the Foundation webpage to learn more about the CDA Cares clinic philosophy and treatment approach.

* Register and learn more at cdafoundation.org/cares.

CDA’s online C.E. calendar details 220 courses for dentists, dental professionals

Dentists and dental professionals who want to enhance their practice and professional development or who simply need credits for license renewal can visit CDA’s online continuing education calendar for a list of more than 220 courses offered through the end of June.

The calendar contains courses from vetted sources throughout the state, including local dental societies, dental schools, CDA, specialty organizations and other sponsors. Users can sort course offerings by course title, speaker, sponsor, location or date. Each course listing also specifies the course cost — along with any early-bird or member discounts — and the number of C.E. units offered.

CDA’s online C.E. course calendar undergoes two major updates annually with the next update occurring in late June for courses offered through the end of the year.

* Browse C.E. courses now at cda.org/cecalendar.

Give health, hope and happiness.

**CDA Cares Long Beach**
**July 17–18, 2020**
**Long Beach Convention & Entertainment Center**

By contributing your time and talent, you relieve pain, restore dignity and create smiles for thousands of people who face barriers to care. Volunteer at CDA Cares Long Beach to help provide essential dental care to those in need.

**Join us. cdafoundation.org/cdacares**

Text **CARE4HEALTH** to **51555**
Subscribe to good news from the CDA Foundation today.
Nominate a dental school faculty member for the 2020 Dugoni Faculty Award

The CDA Foundation is implementing exciting, new changes to the Dr. Arthur A. Dugoni Faculty Award. Presented annually, the award acknowledges and supports a faculty member affiliated with any of California’s dental schools who contributes to the scholarly and creative activities of California dental students.

New this year, CDA members can nominate a faculty member who exemplifies exceptional leadership and innovation and adds to the enrichment of dental education. In past years, the program accepted self-nominations only. Nominees must have a history as a member of faculty, hold a full- or part-time teaching position and be affiliated with a California dental school.

CDA Practice Support tools can help you comply with the latest regulations, like new protections for nursing mothers. Access expert guidance along with a sample policy, an instructional resource, and updates for your employee manual and new employee checklist.

2020 EMPLOYMENT POLICIES
If you’re a California dentist who’s also an employer, CDA Practice Support tools can help you comply with the latest regulations, like new protections for nursing mothers. Access expert guidance along with a sample policy, an instructional resource, and updates for your employee manual and new employee checklist.

ONE SMART PLACE.
cda.org/practicesupport
Stock the right supplies to comply with EPA standards

Will your practice be in compliance in 2020? Multiple state and federal agencies are charged with regulating dental practices, and it can seem challenging to stay ahead of regulatory compliance processes. As you shop and prepare for the year ahead, it’s critical to be informed of environmental regulations that impact your practice.

A 2017 mandate by the Environmental Protection Agency specified pretreatment standards for discharges of wastewater into publicly owned treatment works, which means that most dental practices nationwide are required to control amalgam waste through the use of ISO-certified amalgam separators by July 14, 2020. New dental facilities that started operations after July 14, 2017, were required to comply immediately. If your practice still needs to purchase or install an amalgam separator, here are a few factors to keep in mind:

- Adding the cost of a separator and scrap disposal services to your budget
- Choosing a model that’s easy to install
- Determining the right capacity/quantity for your number of chairs
- Ensuring the separator meets or exceeds the ISO efficiency standard
- Securing a convenient service to recycle the scrap that’s not collected
- Ensuring proper recordkeeping for disposal, recycling and monthly checks

While the amalgam separator checklist can appear complex, dental association members can simplify the compliance process while also reducing overhead costs. One option is to bundle the purchase of a separator and recycling services through a single, trusted source.

The Dentists Supply Company offers association members a negotiated discount on the PureLife PureWay Eco II amalgam separator. The ECO II is an ISO 11143-certified separator that retails for $499; however, CDA members pay only $99 per unit with a discounted one-year renewal cartridge and disposal service agreement. Even better, compliance is as easy as a click of a button. PureWay’s electronic platform documents, tracks and communicates key compliance alerts and sends out automated recycling certificates as required by state and federal regulations.

Amalgam waste is just one of many areas of compliance for which association members can find support and savings. Take waterlines, for example. The CDC recommends that dental unit water used in nonsurgical procedures measure less than or equal to 500 colony forming units of heterotrophic bacteria per milliliter (≤500 CFU/mL) of water, the standard set for drinking water by the EPA. So it’s essential to clean dental unit waterlines according to manufacturers’ guidance and monitor water quality according to the recommended schedules. Through TDSC.com, members benefit from up to 21% average savings and free shipping on waterline cleaning, filters and testing kits from trusted brands like Sterisil and ProEdge Dental Water Labs.

Stock up now for 2020

Know that there are resources and experts to help members of organized dentistry comply with environmental regulations. Don’t delay in investing in the items that can ensure your practice stays ahead of EPA regulations.

* Explore, compare and save on supplies and small equipment at TDSC.com.
* For assistance getting your practice set up to shop, call 888.253.1223 or email support@tdsc.com.

Stock up now for 2020

* Price comparisons are made to the manufacturer’s list price. Actual savings on TDSC.com will vary on a product-by-product basis.
Employee records

Document, document, document: Just like with patient records, it is important to maintain accurate employment records with signed required forms and acknowledgments, documentation of performance reviews, job descriptions, current licensure, certificates of mandatory training, requests for reasonable accommodation, disciplinary actions, hiring and termination records.

Employee records must be accurately maintained and, if kept up to date, they can be invaluable for preventing a frivolous lawsuit. An accurate and updated employee record not only records employee information but also any issues that led to termination or reprimands.

Wrapping it up

Whether you choose to audit just one system or all of them, it is a valuable exercise that will help your practice stay up to date and compliant and perhaps even provide you some peace of mind.

Find resources on employment practices in the CDA Practice Support resource library at cda.org/resource-library.

CDA Journal highlights dental education research

The January issue of the Journal of the California Dental Association discusses the importance of research in dental education and practice and why research should be included in dental school curricula today.

The CDA Journal is an award-winning peer-reviewed scientific publication that keeps dentists up to date about scientific advances, business management strategies and new products.

Find this issue and archived issues of the CDA Journal at cda.org/journal.

CalHealthCares
From PAGE 1

The award has made my dreams a reality. I am able to help where my education and skill set are utilized no matter the [patient’s] type of insurance or [economic] background. Having this financial burden lifted will allow me to practice the way I see my community deserves.

Many pediatric dentists are hesitant to participate in the Medi-Cal Dental Program. Grants like this encourage and make it possible to be more open to this underserved population. My postdoctoral training has taught me to establish relationships with pediatricians as the gatekeepers to children’s health. My plan is to establish a presence at community health centers and to educate nurses, physicians and medical staff on the importance of infant and child dental health.

Application for the second round of CalHealthCares awards, designed to expand access to care for Medi-Cal beneficiaries, opens Jan. 13. Eligible dentists may apply for either educational loan repayment up to $300,000 in exchange for a five-year service obligation (as did Dr. Padilla) or a practice support grant of up to $300,000 for establishing, expanding or relocating a practice in specific counties with the highest patient need for Medi-Cal dental services. Those target counties are: Alpine, Amador, Calaveras, Colusa, Del Norte, Glenn, Humboldt, Inyo, Kings, Lassen, Mariposa, Modoc, Mono, Monterey, Sierra, Trinity and Yuba. The practice support grant carries a 10-year obligation to maintain a minimum patient caseload of 30% or more Medi-Cal beneficiaries.

Applicants, who may be current licensed practitioners or in dental residency training, must meet certain criteria. For loan repayment applicants, criteria include:

Find this issue and archived issues of the CDA Journal at cda.org/journal.
Miguel Padilla, DMD, was one of 38 dentists awarded a CalHealthCares student loan repayment by the California Department of Health Care Services in 2019. Dr. Padilla practices at Kids World Dental in Modesto.

- Have an unrestricted dental license, practice in California and be in current good standing with the Dental Board of California (For dental students or residents, this must be true as of June 30, 2020)
- Be an active enrolled Medi-Cal provider without existing suspensions, disbarments or revocations or have submitted an application to become a Medi-Cal dental provider (For dental students or residents, this must be true as of June 30, 2020)
- Graduated from an accredited dental school or dental residency program or completed a fellowship degree in the last five years (on or after Jan. 1, 2015)
- Have existing educational loan debt incurred while pursuing a dental degree
- Not currently participating in another loan repayment program
- Maintain, if awarded, a patient caseload of 30% or more Medi-Cal beneficiaries for five years

For practice support grant applicants, criteria include the first two above plus:
- Submit a valid business plan
- Graduated from an accredited dental school or dental residency program or completed a fellowship degree in the last 15 years (on or after Jan. 1, 2005)
- Not currently participating in another loan repayment program or practice support grant
- Maintain, if awarded, a patient caseload of 30% or more Medi-Cal beneficiaries for five years
- Relocate current practice to establish a new office in one of the targeted counties

More information about the required business plan is available at calhealthcares.org, as are registration links to six informational webinars. The application period runs Jan. 13 through Feb. 7, with notification to successful awardees expected in early May.

Dr. Padilla described the application process as “easy and straightforward” and the subsequent steps following notification of his award as “transparent and fair.”

Dentists interested in the program can apply through the CalHealthCares website (listed above) and subscribe to notifications about the grants by emailing CalHealthCares@phcdocs.org with “subscribe” in the subject line.

I plan on following the 2020 award cycle and hope to be reporting to you here next year on another life-changing experience for one (or more) of our CSPD members. Stay tuned.

Paul Reggiardo, DDS
Executive Director, California Society of Pediatric Dentistry
Dental providers can participate in Give Kids A Smile 2020

Annual initiative delivers oral health education and care to underserved children

Local dental societies are teaming up with the ADA once again for the annual Give Kids A Smile program, a volunteer initiative to provide dental screenings, treatment and education at no charge to underserved children.

Give Kids A Smile kicks off the first Friday in February to coincide with National Children’s Dental Health Month. This year, the date is Feb. 7; however, GKAS programs can take place throughout the year.

GKAS events can be education-based (school or classroom presentations), screening-based (for example, visually only screenings at a Title 1/reduced-cost lunch plan school) or treatment- and restoration-based in any number of settings. Since 2003, the program has provided care to more than 6 million children. Approximately 10,000 dentists and 30,000 dental team members nationwide provide free services to qualifying individuals annually.

The planning and promotion guide covers all of the essential steps to putting on a successful event — from recruiting volunteers to evaluating the event. Coordinators can also visit the planning toolbox for resources that include posters, advertisements and educational handouts in English and Spanish and sample forms and letters (such as waivers and caries risk assessment forms).

February is National Children’s Dental Health Month

With 2020 marking the 75th anniversary of community water fluoridation, the ADA states that it’s “helping dentists celebrate the occasion as National Children’s Dental Health Month approaches.” Downloadable posters in English and Spanish, free activity sheets for children and a 2020 planning guide filled with activities that encourage good oral health habits are available at www.ada.org/ncdhm.

To participate in GKAS 2020, contact your local dental society or email gkas@ada.org to inquire about events in your area. Learn more about GKAS and access the other resources cited in this article at www.adafoundation.org/en/give-kids-a-smile.

Remembering
Dr. Stephen S. Yuen, past CDA president

It is with great sadness that CDA reports the loss of Dr. Stephen S. Yuen who passed away Dec. 4 at the age of 88.

Dr. Yuen was actively involved in organized dentistry and served in many positions, including CDA president, 1978-79; CDA Journal editor, 1970-75; State Board of Dental Examiners president, 1996; and Southern Alameda County Dental Society president, 1969-70.

Dr. Yuen, who earned his bachelor’s degree from U.C. Berkeley in 1952 and graduated from the University of the Pacific School of Dentistry in 1956, owned a private practice in Hayward from 1956 until 1993. He is survived by his wife Eleanor and children Allison, Mathew and Mark.
Dugoni award
From PAGE 10

dental program associated with one of California’s dental schools. Self-nominations are still welcome, as are nominations from dental students and dental school faculty.

The recipient will be recognized at the 2020 CDA House of Delegates and receive a one-time award of up to $5,000 that may be used for, but is not limited to, travel, conferences, research, materials, supplies or academic projects.

First given in 2006, the award was named for Arthur A. Dugoni, DDS, MSD, and his vast accomplishments in dental education and organized dentistry. Dr. Dugoni is credited with the development and management of several innovations that elevated the University of the Pacific to national prominence, including the enhancement of the humanistic model of education.

Nominators are encouraged to carefully review the updated guidelines and online application found on the Foundation website prior to beginning the nomination process.

Non-CDA members will need to create a CDA profile to submit a nomination. The nomination period began Jan. 1 and closes Tuesday, March 31.

Find nomination materials at cdafoundation.org/awards.

Review policies
From PAGE 7

Get the TDIC Optimum Bundle and save when you combine your Professional Liability, Commercial Property and Workers’ Compensation policies. Visit tdicinsurance.com to get a quote.

Coverages written by The Dentists Insurance Company include Professional Liability, Employment Practices Liability, Commercial Property and Cyber Suite Liability. In California, TDIC also underwrites Workers’ Compensation. All other insurance products are placed through TDIC Insurance Solutions with outside carriers. CA Lic. #0652783
It’s time to comply!
Get dental supplies to meet EPA standards.

Through The Dentists Supply Company, it’s easier and more affordable to get supplies from trusted sources and meet 2020 federal environmental regulations.

As a dental association member, shop TDSC.com and get 20% average savings* and free shipping on items to help you get and stay in compliance:

- Amalgam separators and waste recycling
- Waterline cleaning, filtering and testing kits
- Biohazard and waste disposal solutions

SHOP ONLINE AND START SAVING TODAY

* Savings compared to the manufacturer’s list price. Actual savings on TDSC.com may vary.